

INFORMATION PAPER

DAJA-PT
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SUBJECT: Understanding the JAGC's Fiscal Year 2016 Five-Year Plan

1. On 16 March 2016, TJAG approved the Active Component Fiscal Year (FY) 2016 Five-Year Plan (FYP) for promotions to Major, Lieutenant Colonel, and Colonel. The FYP is required by statute (10 USC §§ 622-623) and is submitted annually to the Army G-1. The FYP sets the target selection numbers and dates of rank for primary promotion zones (PZ) for the next five fiscal years. These targets are based on projected authorizations at each grade as enumerated in the Army's Officer Forecasting Model (OFM). The newly approved FYP has target promotion rates that adhere to the Defense Officer Personnel Management Act (DOPMA) and the Department of Defense's (DOD) desired promotion goals of 80% to MAJ, 70% to LTC, and 50% to COL.

2. Background. DoD and the Army face great budget uncertainty due to the Budget Control Act of 2011 and sequestration. This has a direct impact on attempts to forecast future Army and JAGC end-strength. Currently, the Army is drawing down to an active force of approximately 475,000 Soldiers by the end of FY 2016, with plans to draw down to 450,000 Soldiers by FY 2018. Against this drawdown, the OFM predicts allocations (authorizations plus credit for those in schools and training (TTHS)) based on the Army's force structure (MTOE and TDA) and the five year average of gains (accessions and promotions) and losses (resignations and retirements). Thus, the OFM is a valuable tool to see projected end-strength for each officer grade by fiscal year. PPTO relies on the OFM when it makes recommendations to TJAG for establishing promotion zones as part of the FYP. Any fluctuations in the OFM due to changes in Army end-strength directly impact the FYP, requiring PPTO to annually review and update the FYP. While typically few changes occur in current and near term promotion zones, future year promotion zones are commonly impacted. Thus, it is vital for leaders in the field to review each FYP.

3. The FY 2016 FYP. The FY2016 FYP Promotion Selection Board (PSB) Primary Zones (PZ) approved dates of rank and selection rates are:

Promotion to MAJ:

Year	DOR in Zone	Promotion Opportunity
FY16	20100105	80.4%
FY17	20101001	75-80%
FY18	20111010	75-80%
FY19	20120605	75-80%
FY20	20130510	75-80%

Promotion to LTC:

Year	DOR in Zone	Promotion Opportunity
FY16	20110525	69.8%
FY17	20120419	65-70%
FY18	20130219	65-70%
FY19	20131104	65-70%
FY20	20140710	65-70%

Promotion to COL:

Year	DOR in Zone	Promotion Opportunity
FY16	20120301	54.1%
FY17	20130201	45-55%
FY18	20140415	45-55%
FY19	20150301	45-55%
FY20	20151201	45-55%

4. Trends. The FY16 FYP adheres to DOPMA while shaping the JAGC to meet current and projected end-strength. However, it is important to note that the JAGC's authorizations are constantly in flux as the JAGC loses and gains authorizations over time. Further, after years of acute shortages of MAJs and LTCs, the gap is closing and the JAGC is projected to achieve full strength in LTCs by FY18 and in MAJs by FY20, continuing to reduce the JAGC's reliance on Selective Continuation (SELCON). The trends for each grade are addressed below.

a. Majors: The loss of MAJ authorizations due to Army restructuring combined with an increase in resignations/retirements at this rank results in projected under-strength of MAJs until FY 2020. However, the total time a MAJ is in active duty service before pinning on LTC continues to increase. Reducing the SELCON rate for MAJs is necessary in order to provide more promotion opportunities from CPT to MAJ within the DOPMA guidance with regards to promotion timing and opportunity.

b. Lieutenant Colonels: PPTO projects that LTCs will be slightly over-strength by FY 2018. Managing this LTC over-strength requires balancing a decrease in the number of promotions to LTC with an increase in the number of LTCs selected for promotion to COL, while continuing to meet the DOPMA promotion goals at both ranks.

c. Colonels: A high number of retirements in FY 2015 provided the JAGC the capability to promote more LTCs to COL than in the past few years while increasing the projected promotion rate from 40-50% to 45-55% over the next five fiscal years. This provides more opportunities for qualified LTCs to reach the next grade, ultimately allowing the JAGC to promote at or near DOPMA rates.

5. SELCON. Historically, the JAGC employed a fully qualified board in order to selectively continue all MAJs twice non-selected for promotion. In FY 2015, the JAGC reduced the number of MAJs chosen for SELCON by employing a best qualified board immediately following the LTC board. The number of twice non-selected officers selectively continued will steadily decrease over the next few fiscal years as shortfalls in MAJs are eliminated. Many, but not all, officers who are not offered SELCON may be eligible for early retirement under the Army's Temporary Early Retirement Authority (TERA). Those officers not offered SELCON and not eligible for TERA will be eligible for separation pay.

6. Conclusion. The JAGC is actively managing JA end-strength in order to continue to retain talented officers and promote at or near DOPMA rates. Because the JAGC is comprised of officers from several commissioning sources, it does not use year groups to manage promotion opportunities. Therefore, it is incumbent on every JA to be aware of where he or she sits in relation to the next primary promotion zone and anticipate potential changes. Officers who find themselves at the top or bottom of a zone should always be prepared to move into an earlier zone or be bumped into a later zone.

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